

Guidance is available on [Compass](#). Completion of an EqIA should be proportional and relevant to the anticipated impact of the project on equalities. The form can be tailored to your project and should be completed before decisions are made. Key EqIAs should be reviewed by the Business Manager or Service Head, signed off by your department's Equality Action Group (EAG) and sent to the Equality and Diversity team to publish on HertsDirect. For support and advice please contact [equalities@hertfordshire.gov.uk](mailto:equalities@hertfordshire.gov.uk).

## STEP 1: Responsibility and involvement

<b>Title of proposal/ project/strategy/ procurement/policy</b>	Healthy Places workstream	<b>Head of Service or Business Manager</b>	Jim McManus, Director of Public Health
<b>Names of those involved in completing the EqIA:</b>	Bethan Clemence	<b>Lead officer contact details:</b>	Bethan Clemence <a href="mailto:bethan.clemence@hertfordshire.gov.uk">bethan.clemence@hertfordshire.gov.uk</a>
<b>Date completed:</b>	25 April 2018	<b>Review date:</b>	31 March 2019

## STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p><b>Proposal objectives:</b> – what you want to achieve – intended outcomes – purpose and need</p>	<p>The overall aim is to establish a place-based, whole-system approach to improving health and reducing health inequalities and is closely aligned with Hertfordshire's Public Health Strategy.</p> <p>Addressing health and wellbeing from the angle of these wider determinants (and their strategic/statutory processes) can tackle our shared priorities more effectively than public health interventions on their own.</p> <p>This approach will support stakeholders in the delivery of public health outcomes; improve wider public health service delivery by linking into, supporting and enhancing broader projects (e.g. District Offer); contributing – through partnership working – to the wider health and wellbeing of Hertfordshire.</p>
<p><b>Stakeholders:</b> Who will be affected: the public, partners, staff, service users, local Member etc</p>	<ul style="list-style-type: none"> <li>• The public</li> <li>• District/Borough Planning Policy, Environmental Health and Housing teams</li> <li>• Health &amp; Wellbeing Board</li> <li>• Housing Associations</li> <li>• County Council – Environment, Transport, Health and Community Services; Children's Services; Countryside Management Service</li> <li>• Members</li> </ul>

## STEP 3: Available data and monitoring information

<p><b>Relevant equality information</b> For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations.</p>	<p><b>What the data tell us about equalities</b></p>
<p><b>Hertfordshire JSNA</b> A <a href="#">Detailed Profile</a> on Equality And Diversity is available and the <a href="#">JSNA Summary 2014</a> contains a range of general data about ethnicity and age in Hertfordshire and its districts</p> <p><b>Public Health Outcomes Framework</b> <a href="http://www.phoutcomes.info/">http://www.phoutcomes.info/</a> Provides District level data on public health indicators and indicative health inequalities.</p>	<p>Hertfordshire is an increasingly diverse county with a population that is expected to increase by almost a quarter (24%) from 1,129,100 in 2012 to 1,400,700 in 2037. This growing, and increasingly older, population has certain health needs associated with it.</p> <p>The degree of deprivation that people experience has a major impact on their health. Where high levels of deprivation exist, health outcomes are relatively poor. Hertfordshire as a whole is one of the most prosperous areas of the country but people's health does not always reflect this. <b><i>Despite its overall prosperity there are significant areas of deprivation with associated higher health needs.</i></b> Reducing these health inequalities means identifying the areas with the greatest needs and together addressing the factors that contribute to those areas' deprivation.</p> <p>That there is a need to obtain appropriate qualitative data to better understand broader topic areas in the context of health inequalities (e.g. green infrastructure, road safety, environment, air quality, housing.)</p>

**STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)**

Guidance on groups of service users to consider within each protected group can be found [here](#)

<p><b>Protected characteristic</b></p>	<p><b>Potential for differential impact (positive or negative)</b></p>	<p><b>What reasonable mitigations can you propose?</b></p>
<p><b>Age</b></p>	<p>The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.</p>	<p>This will be monitored on an ongoing basis, and necessary action taken where identified.</p>
<p><b>Disability Including Learning Disability</b></p>	<p>The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.</p>	<p>This will be monitored on an ongoing basis, and necessary action taken where identified.</p>
<p><b>Race</b></p>	<p>The plans are not currently</p>	<p>This will be monitored on an ongoing</p>



Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
	considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	basis, and necessary action taken where identified.
<b>Gender reassignment</b>	The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Pregnancy and maternity</b>	The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Religion or belief</b>	The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Sex</b>	The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Sexual orientation</b>	The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Marriage &amp; civil partnership</b>	The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Carers (by association with any of the above)</b>	The plans are not currently considered to have a negative impact. The aspiration for this area of work is to help create healthier places for people to live and work and therefore there is the potential for a positive impact for all.	This will be monitored on an ongoing basis, and necessary action taken where identified.

<b>Protected characteristic</b>	<b>Potential for differential impact (positive or negative)</b>	<b>What reasonable mitigations can you propose?</b>
<b>Opportunity to advance equality of opportunity and/or foster good relations</b> (Please refer to the <a href="#">guidance</a> for more information on the public sector duties)		
Addressing inequalities is critical to the Hertfordshire Public Health Planning & Place agenda and any subsequent action plans and their implementation.		
This work aims to improve the places across Hertfordshire within which people live and work in order to create better health and wellbeing. This applies to <u>all</u> – with or without protected characteristics.		

**Impact Assessment – Staff (where relevant)**

<b>Protected characteristic</b>	<b>Potential for differential impact (positive or negative)</b>	<b>What reasonable mitigation can you propose?</b>
<b>Age</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Disability Including Learning Disability</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Race</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Gender reassignment</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Pregnancy and maternity</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Religion or belief</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Sex</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Sexual orientation</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.

<b>Protected characteristic</b>	<b>Potential for differential impact (positive or negative)</b>	<b>What reasonable mitigation can you propose?</b>
<b>Marriage &amp; civil partnership</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Carers (by association with any of the above)</b>	This plan has no identified negative impacts for staff in terms of delivery, and offers potential positives through the aspiration to create better places within which people work.	This will be monitored on an ongoing basis, and necessary action taken where identified.
<b>Opportunity to advance equality of opportunity and/or foster good relations</b> (Please refer to the <a href="#">guidance</a> for more information on the public sector duties)		
<p>Addressing inequalities is critical to the Hertfordshire Public Health Planning &amp; Place agenda and any subsequent action plans and their implementation.</p> <p>This work provides an opportunity to integrate a range of public health priorities and work streams that are delivered across many public sector services, by a range of organisations. This work aims to improve the places across Hertfordshire within which people live and work in order to create better health and wellbeing. This applies to <u>all</u> – with or without protected characteristics.</p>		

**STEP 5: Gaps identified**

<p><b>Gaps identified</b> Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on <a href="#">Compass</a>). How will you make sure your consultation is accessible to those affected?</p>	<p>It is recognised that this area of work covers a number of disciplines, pressures and remits across a range of statutory and non-statutory organisations. It is therefore accepted that there will be notable gaps in our knowledge at this early stage.</p> <p>We are continuing to scope these gaps with a view to developing local intelligence to inform priorities and assess progress.</p>
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**STEP 6: Other impacts**

Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

This work area has the potential to have a positive impact on the health and wellbeing of everyone who lives and works in Hertfordshire, irrespective of protected characteristics.

**STEP 7: Conclusion of your analysis**

Select one conclusion of your analysis	Give details
<input type="checkbox"/> <b>No equality impacts identified</b> – No change required to proposal.	
<input type="checkbox"/> <b>Minimal equality impacts identified</b> – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality.	
<input checked="" type="checkbox"/> <b>Potential equality impacts identified</b> – Take ‘mitigating action’ to remove barriers or better advance equality. – Complete the action plan in the next section.	On the basis that this work is at a very early stage with known gaps in our intelligence, it is recognised that there is the potential for equality impacts and that we need to understand what they may be.
<input type="checkbox"/> <b>Major equality impacts identified</b> – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact.	

**STEP 8: Action plan**

Issue or opportunity identified relating to: – Mitigation measures – Further research – Consultation proposal – Monitor and review	Action proposed	Officer Responsible and target date
Monitor and review	This will be monitored on a continued basis and reported back to the relevant Panel at regular intervals (frequency to be agreed).  It is proposed that future updates will include an EQiA for each of the workstreams,	Bethan Clemence Ongoing
Further intelligence gathering	We are in the process of identifying the gaps in our knowledge and how we address these through evidence gathering and partnership working.  It is anticipated that this process will enable better identification of any possible equality impacts.	Bethan Clemence Ongoing

**This EqIA has been reviewed and signed off by:**

**Head of Service or Business Manager:**

**Date:**

**Equality Action Group Chair:**

**Date:**

HCC's Diversity Board requires the Equality team to compile a central list of EqIAs so a random sample can be quality assured. Each Equality Action Group is encouraged to keep a forward plan of key service decisions that may require an EqIA, but please can you ensure the Equality team is made aware of any EqIAs completed so we can add them to our list. (email: [equalities@hertfordshire.gov.uk](mailto:equalities@hertfordshire.gov.uk)).

Thank you.